

Position Details

General Management – CSOF7

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| THE FOLLOWING INFORMATION IS FOR APPLICANTS | |
| **Advertised Job Title** | Director Business Development – National Facilities and Collections |
| **Job Reference** | 81455 |
| **Tenure** | Specified Term – 3 years |
| **Salary Range** | AU$141,949 to AU$157,055 pa (pro-rata for part-time) + up to 15.4% superannuation |
| **Location(s)** | Major Australian cities preferred |
| **Relocation Assistance** | Will be provided to the successful candidate if required |
| **Applications are open to** | Australian/New Zealand Citizens and Australian Permanent Residents Only |
| **Position reports to the** | Executive Manager Business Development – Digital, National Facilities and Collections |
| **Number of Direct Reports** | Approximately 4 |
| **Enquire about this job** | Chris Olchoway via email [Christine.Olchoway@CSIRO.au](mailto:Christine.Olchoway@CSIRO.au) |
| **How to apply** | Apply online at <https://jobs.csiro.au/>  Internal applicants please apply via **Jobs Central**  If you experience difficulties when applying, please email [careers.online@csiro.au](mailto:careers.online@csiro.au) or call 1300 984 220. |

# Role Overview

The Director Business Development – National Facilities and Collections is part of CSIRO’s Business Development and Global team that provides Business Development services across the organisation. Leading a team principally supporting CSIRO’s Space and Astronomy (S&A) Business Unit and the National Collections and Marine Infrastructure (NCMI) Business Unit, the role enables the BU and CSIRO to achieve sustainable revenue targets through opportunity development and management, pipeline build, and managing customer relationships.

As a key BD&G representative and partner to the science BUs, the role leads and champions implementation and success of the BD&G strategy within the BU to fundamentally support the BU Impact Strategy and Corporate plan. The role understands relevant domain knowledge and is a member of the BU leadership teams.

# CSIRO S&A BU delivers research and expertise to further understanding of the Universe, including observing Earth from space. It also manages and operates world-class national facilities for radio astronomy, spacecraft communications and tracking, and collecting satellite-derived data about Earth, for customers from across Australia and the world.

# CSIRO NCMI BU manages collections of plants and animals of Australian and international significance, hosts and contributes to the Atlas of Living Australia, manages the Environomics Future Science Platform and hosts the Marine National Facility on behalf of Australia. Together they provide vital resources for research that delivers evidence based support for biosecurity, conservation and the development of sustainable land and marine management systems.

Cross-organisational collaborations are critical to the success of CSIRO’s corporate strategy. The role will lead and champion collaboration with other BD&G teams to develop cross-CSIRO strategies and opportunities that contribute to achieving our sustainable revenue targets.

Although primarily focused on Business Development the role must have a strong understanding of how and when commercial skills are utilised across the transaction lifecycle.

# Duties and Key Result Areas:

* Responsible for leading, championing, and implementing the BD&G strategy to achieve and grow Business Development impact and revenue aligned with Sector needs, BU strategy, and CSIRO’s Corporate Plan – including Missions.
* Develop strong trusted advisor relationships with senior executives and external stakeholders across industry and government.
* Proactively identify, build, and develop strategic portfolios of clients & partners in key markets, to support delivery of short- and long-term revenue goals.
* Develop and instil the team with an “outside-in” perspective to proactively identify and lead development and delivery of strategic opportunities to meet financial and impact objectives.
* Proactively identify cross BU connections and collaboration opportunities for the benefit of customers and CSIRO (activate the horizontal).
* Develop a strong understanding of the activities delivered by other Enterprise Support Services (Commercial, IP, Legal etc) and enable their success while ensuring role clarity and accountability.
* Support the BU Director with market research, business intelligence, and new business models that proactively support planning, monitoring and evaluation of business impact and business revenue pipeline, results, and comparative performance.
* Build and lead a high performing, customer (both external and internal) focused team that delivers on all of the above by providing coaching, mentoring, and development opportunities and ensuring accountability.
* Create a customer service culture that enables the team to deliver high standards of service and fosters innovative problem solving, agile and timely responsiveness, continuous improvement towards best practice, knowledge sharing, and accountability.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Making Safety Personal goals.
* Other duties as directed.

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# Required Competencies:

* **Resource Management/Leadership:** Provides leadership that fosters an environment that encourages new ideas and provides support for the development of emerging skills. Creates trust by displaying consistency and understanding through integrity and patience. Plans, seeks, allocates and monitors resources to achieve outcomes.
* **Teamwork and Collaboration:** Creates and fosters an environment in which there is a high level of cooperation within and between teams. Facilitates positive team relationships to build organisational interaction across CSIRO.
* **Influence and Communication:** Uses complex influencing strategies, for example, assembling strategic coalitions, building behind the scenes support and the tactical use of information to gain support.
* **Judgement and Problem Solving:** Anticipates and manages problems in ambiguous situations. Develops and selects an appropriate course of action and provides for contingencies. Evaluates, interprets and integrates complex bodies of information and draws logical conclusions, synthesises proposals and defends options with reasoned arguments.
* **Independence:** Commits significant resources in the face of uncertainty and takes calculated risks to improve performance and achieve challenging goals. Uses personal energy to drive change strategies. Formulates and implements contingency plans to minimise the impact of potential risks. Accepts personal responsibility for the outcomes of decisions/risks taken.
* **Adaptability:** Is flexible in response to external change or when faced with external constraints. Identifies and promotes the opportunities arising as a result of change.

# Selection Criteria

## Essential

*Under CSIRO policy only those who meet all essential criteria can be appointed.*

* + Relevant degree in conjunction with demonstrated achievement in senior advisory and managerial roles, ideally with postgraduate managerial qualifications.
  + Demonstrated ability to partner effectively with client groups to achieve and grow Business Development impact with revenue, focusing on return on investment to maximise organisational results in line with CSIRO’s Corporate Plan.
  + Demonstrated ability to proactively identify, build and develop a portfolio of commercial relationships, build and develop key strategic relationships to support delivery of impact objectives and meet current and future revenue goals that are aligned to CSIRO’s Corporate Plan.
  + Demonstrated ability to deliver strategic Business Development opportunities.
  + Demonstrated experience to build and maintain strong professional and collaborative working relationships across a wide range of disciplines at all levels of the organisation and externally, proactively seek and influence multiple key stakeholders, within a complex and ambiguous environment, to achieve a successful outcome.
  + Demonstrated experience in building a high performing team, providing coaching and development opportunities across the breadth and depth of a complex team that delivers high standards in service delivery as well as technical output, proven ability to hold a team accountable to specified results, as well as creating a culture that fosters innovative problem solving, continuous improvement and knowledge sharing.

**Special Requirements**

Appointment to this role may be subject to conditions including provision of a national police check as well as other security/medical/character clearance requirements.

* The successful candidate will be asked to obtain and provide evidence of a National Police Check or equivalent. Please note that people with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.

# About CSIRO:

We solve the greatest challenges through innovative science and technology. To find out more visit us [online](http://www.csiro.au/)!